

CityScene



WHERE CITY OF MURFREESBORO EMPLOYEES GO 'FOR MORE INFORMATION'



June, 2012

Fit for Success brings better sleep, less daytime fatigue

Murfreesboro's *Fit for Success* program is available to city employees to help promote a healthier lifestyle.

The program is free, all employees have to pay is the tax on the benefit; a nominal amount — looked at the price of health clubs lately?

Contact Human Resources at 848-2553 for more information.

A report in *Mental Health and Physical Activity*, shows that people who get 150 minutes a week of moderate exercise (or 75 minutes of vig-

orous exercise) feel less fatigue during the day and sleep better at night.

Researchers studied 3,081 men and women between the ages of 18 and 85 to determine nighttime sleep patterns. Those who met these National Institute of Health exercise guidelines were less likely to report sleepiness during the day, less likely to experience leg cramps while sleeping, and less likely to have difficulty concentrating when tired.

Third Roundtable tackles more employee issues



Editor's Note: This is the third in a series of reports on City Manager's Roundtable discussion reports written by Assistant City Manager Jim Crumley.

1. How is customer service training proceeding?

Service Excellence, the first phase of the City's continuing emphasis on great customer service, has now been experienced by over 800 employees.

Many departments have now finished the program.

Shannon Logan is training and coordinating the activities of trainers Matthew Blomeley, Jim Crumley, Glen Godwin, Lanny Goodwin, Becki Johnson and Pam Russell in providing the training experience to all full-time and many part-time employees prior to June 30.

Service Excellence is a reminder of how customers like to be treated by its four Core Service Values:



- **Treat others with respect**
- **Exceed customer expectations**
- **Provide quality and value in City services**
- **Improve convenience**

In addition, Service Excellence has opened conversations between employees and management that will continue into the next budget year. Look for Round Two of Service Excellence in early 2013 as the continuous improvement in working with the internal and external customers of City government continues.

2. Did the City consider expanding EAP benefits?

Yes. When the Employee Assistance Program was rebid, along with all other employee benefits in May of 2011, Life Services was selected as the new provider. Base benefits for employees changed from five to six visits per year per cause of visit. The benefit for police department employees (both sworn and civilian) was expanded to 12 visits due to the added stress of their work environment.

Roundtables—More on page 2

Roundtables, cont. from 1

3. Can the "Mayday" button be activated on the current radio system?

Yes, but the activation of the "mayday" signal is of limited value. When the "mayday" button is engaged, all two-way communications between the radio and dispatch or other radios ceases. It does signal that the holder of the radio is in need of assistance and identifies the user, but the current radios have no GPS capability to assist in locating the radio.

With City Council approval of the Capital Improvement Plan (CIP) for 2012-2013, conversion to a more modern radio system begins with the purchase of new hand held radios. The requested radios would be dual banded, allowing them to be used with the existing radio transmitters, as well as being capable of communicating through a new 700 MHz system planned for purchase in 2013-2014. These new hand held devices would be GPS enabled and provide for a "mayday" signal and provide help in locating the radio and its user.

4. What is the timetable on the west police precinct?

The West Precinct has been moved back in the CIP to explore other priorities. With so much vacant

space available on the west side of the Interstate and the recent success in leasing additional space for the detective division, an examination into alternatives to new construction appeared wise.

The cramped nature of police headquarters and the need to look at alternatives for central office space for the department has risen on the CIP timeline. Even with the detective division moving to South Rutherford, the current headquarters structure has many deficiencies to address, most notably still a lack of available space.

Funding has been requested in the CIP to begin an architectural analysis of the needs required for current and future police buildings.

5. Could the City consider an event that includes city employees as the City celebrates its bicentennial?

Yes. The conversation has begun, but no decisions have been made about where, what or when. Watch for future editions of the *City-Scene* for additional information.

Roundtables—more on page 3

From Human Resources

FSA Debit Cards are coming...

Employees that are **CURRENTLY** enrolled in the Medical Flexible Spending Account (FSA) will be receiving a FSA debit card on or about June 25, which will be effective July 1. When you receive your card please be sure to read the Cardholder Agreement and sign the back of your card. This card will be loaded with your remaining available funds for the 2012 calendar year. Use the card to pay for eligible out-of-pocket medical expenses. Be sure to keep all of your receipts, as you may be asked to provide them to verify the eligibility of your purchases. You can continue to file manual claims or you can use your debit card at the time of purchase or service instead. Please be sure to read your mailer for all the details.



Your debit card will be coming in an envelope similar to the one below. Please make sure you do not discard as any additional cards will be issued at an additional fee at the enrollee's expense.

6. How has the requirement for bringing a doctor's excuse changed?

An employee is now only required to submit a doctor's excuse after missing three consecutive work days or more than one 24-hour work shift in the fire department. An employee still may be required to submit an excuse at his or her supervisor's request.



Video Specialist Steve Burris entertained a group of first-graders from Buchanan School who came to visit CityTV recently. The youngsters listened intently as Burris explained the operation.



Longtime city council member Chris Bratcher said goodbye to his city duties recently. After 24 years in the saddle, Mayor Tommy Bragg presented him with a sign dedicating the Bridge Avenue bridge over the CSX tracks to the former council member. Bratcher grew up nearby.



Fadia Patterson has joined CityTV as part-time video journalist. Watch for her as a co-host of *In The City*.



Charles "Cowboy" Braeback from the Solid Waste Department was working hard removing brush from just off a parking lot one day recently.

Dear Fellow Employee:

As it does every year with budget review, City Council has approved the health insurance program for next year. Because we know this benefit is important to you and your family and we want to equip you with information. The Human Resources Department has developed a comprehensive strategy to explain your health insurance.

In order to provide time to explain the new program, the effective date of the insurance changes was changed from July 1 to January 1, 2013. You will be asked in late October to make a decision about whether you would like to enroll in the Preferred Provider Organization (PPO) or an optional Health Reimbursement Arrangement (HRA). These will be explained in detail over the coming weeks and months.



Rob Lyons
City Manager

Employee Committee

We have also established a committee of city employees to help us communicate and be a point of contact with you. The committee met for the first time on May 29 and will be meeting regularly to help us develop the materials to help explain the City's health insurance, which will continue to be administered by our Third Party Administrator, HealthSCOPE.

A dedicated e-mail address has also been set up for employees to submit questions. This will help us hear directly from you and to get accurate information out. You can e-mail your questions to benefits@cityhall.murfreesborotn.gov.

Good News!

Many of our employees will see premium reductions due to the addition of two new premium tiers: employee plus spouse and employee plus children). These tiers are currently paying family coverage. With this change, some employees can see premium reductions over almost \$95/month. No premiums will double. In fact, the maximum increase is \$46.40/month.

Timeline

Open enrollment is expected to occur October 29-November 9. This means that you have over four months before you need to make a decision about your health insurance coverage. Between now and then, you should expect regular communications from Human Resources about the entire program.

Process

The health insurance program will be communicated with you utilizing a number of methods. There will be one-on-one meetings, group meetings, videos, webinars, print and electronic information. Your departmental representative will help us understand what might work best for you and your co-workers.

Wellness

Additionally, many of our employees are interested in wellness. We are developing a number of exciting new things that will help you and your family learn more about your current physical condition and to identify areas that may be a concern. Health screenings and rewards for improving your health are all expected to be part of this program. We are also looking at making our *Fit for Success Program* more robust.

Our main goal is your well being. We know the importance of healthy employees and their family members. At a total cost of \$12 million per year, we also know we need innovative and effective strategies to meet the dual needs of providing quality benefits with the upward pressure on health care costs. We think our approach gets that done. We will still have great benefits and with your help, we'll be able to contain costs.

Stay tuned for lots of information – it's coming your way!!

Thanks again for the great job you are doing!

Rob Lyons

Murfreesboro Employees with June, 2012 Birthdays

June 1

Jimmy Gannon— Parks and Recreation
Gregory Walker— Murfreesboro Police Dept.
Richard Cook— MPD
Tomeka Moore—MPD

June 2

Alan Swader—Murfreesboro Fire and Rescue
Tim Rowlett—MFRD

June 4

Chief Glenn Chrisman — MPD
Thomas Hughes—Solid Waste

June 5

Glen Godwin—Human Resources
Paul Mongold—MPD

June 6

David Haslam—Fleet Services

June 7

Charles Malone—MFRD
Jennifer Chaffin—MPD

June 10

James Paul Peek Jr.— Building Codes

June 11

Reginald Primus— MPD
Melanie Po'e—Legal
Jonathan Gaither—MFRD

June 12

Barney Gill—Streets and Signs

June 13

James O'Brien—MFRD
Dustin Liddell—MFRD

June 15

Sarah Elizabeth Hull— Rover

June 16

James D. White—MFRD

June 18

Fred Odreman—Urban Environmental
Thomas Sissom—MPD

June 19

John Avaritt—MFRD

Randy Shaw—MFRD

June 20

Jeffrey Irvin—MFRD
Andrew Darnall—MPD

June 21

Steve Howard Clinton—P and R
Darrin Wilcox—MPD

June 22

Kelvin Timothy Jones— SW
Gary Barrett—SW

June 23

Robert Holtz—Building Codes
Raleigh William Marlin—MFRD
Reisha Leigh Watson—MPD
Anne Felts Gilmore—P and R

June 24

Adam Wade—MPD
Joseph C. Pennington Jr.—MFRD
Cassandra Athena Scott —MPD

June 25

Mark Dell Wood— MPD

June 26

Gregory W. Brown—MPD
Matthew Blomeley—Planning and Engineering
Timothy Daniel Jensen—MPD

June 27

Trina Pullum—P and R
Mark Randall Brewer—MFRD
Timothy Michael—Transportation
Michael Meeks—MFRD

June 28

Frank Gannon—MFRD

June 29

Sharon Qualls—Building Codes
Allen Cox—MPD
Tamara Lynn Jensen—MPD

June 30

Katrina Henderson—MPD

MPD, others hold solemn Memorial for the fallen

... May 14, 2012



MFRD First-Responders save 16-year-old



A team of MFRD Firefighters, Drivers and led by Capt. Hunter Fite, rescued a 16-year-old female from a Northfield Apartments fire on April 21. A ceremony was held in the department's administrative building in which plaques were presented to those who participated. Pictured from left are Firefighters Troy Thomas and Julia Pitt, Capt. Hunter Fite and Drivers Clay Estes and Jimmy Barrett.

MFRD Honor Guard recognized during May meeting of Murfreesboro City Council

Murfreesboro Fire and Rescue Department's Honor Guard won a national competition earlier this year and Murfreesboro City Council officially recognized them a budget meeting in May. MFRD Chief Cumbey Gaines (left) hailed the group as proving itself among the best in the nation. From left are Capt. and Shift Inspector Wade Williams, Firefighter Greg Burt, Driver Randy Shaw, Firefighter Charles Powell, Capt./Shift Inspector Thomas McAdoo, Captains Mike Adams and Jeff Irvin and Captain/Shift Inspector Nora Smith.



MFRD saves 24 in day care fire

Murfreesboro Fire & Rescue Department responded to a call for a stove fire at Wee Care Daycare located at 510 S Hancock St. May 25.

Four staff members and 20 children were safely evacuated from the building. Firefighters contained the fire to the stove and cabinet area.

The children were relocated to Mercury Court Preschool at 602 S Hancock St.

Assistant Fire Marshal Carl Peas reported that the fire started on the stove.

"A staff member was frying chicken nuggets when the oil boiled over and spilled onto the stove eye, igniting the fire," Peas said. "The daycare will not be allowed to reopen until the stove is replaced, the kitchen is cleaned, and a fire safety inspection is conducted by Murfreesboro Building and Codes Department and the MFRD Fire Marshal's Office."

Goodbye celebration for 'Rover' secretary

Laura Hooper, Rover's secretary/receptionist since the inception of Rover is leaving and moving east. The department held a goodbye celebration for her June 1 in the Solid Waste auditorium from 10 a.m. to 2 p.m. Department Director Dana Richardson said the department greatly miss her.

MWSD implements project to keep local stream cleaner

Earlier this year, a Murfreesboro Water and Sewer Department project to improve the water quality in what has historically been known as Big Ditch used mostly volunteer labor to plant approximately 3,000 trees near the water's edge.

Officially called an unnamed tributary to Bushman Creek, the Big Ditch, as the locals call it, was originally dug to drain the "crawfishy" land adjacent to Rutherford Boulevard off Lascassas Highway.

Development in the area followed once Rutherford was extended.

Robert Haley is an MWSD engineer in charge of the City's EPA-required effort to keep local rivers and streams cleaner by keeping pollutants out of storm water runoff.

"TDEC classifies the stream as impaired poor habitat," he said. "We're out here to improve it."

"Algae (which consumes oxygen needed for fish to survive) is prominent here, Haley continued. "If we can shade the stream, the water is cooler and better for critters and will reduce plant growth."

Other 'tree days' are planned. Call Robert Haley in MWSD engineering at 848-3200 or email him at rhaley@murfreesborotn.gov. You can find the Storm Water Program by accessing www.murfreesborotn.gov and following 'City Departments' to the MWSD section.

N.W Broad Streetscape Study Eyed

As the city has grown, attention is now being turned to one of our busiest roads, Northwest Broad and South Church Street.

After a request from City Council and the mayor to study ideas for improving the corridors, a report was submitted. The results of the resulting study revealed South Church Street would present challenges because of complications like airborne utilities, which would be expensive to place underground.

However, planners think even replacing poles along the artery would create better aesthetics.

If council decided to go ahead with the nine-mile project, at least a 20-year process, it should be very long range. High on the priority list would be a public information process which would include contacting resident and businesses along the way about what they would like to see.

Because it is a state highway, Tennessee Department of Transportation would be involved.

Grilling and campfire safety

Every year Americans look forward to summer vacations, camping, family reunions, picnics, and the Fourth of July.

Summertime, however, also brings fires and injuries due to outdoor cooking and recreational fires. Annually, there are almost 3,800 Americans injured by gas or charcoal grill fires.

Summertime should be a time of fun and making happy memories. Knowing a few fire safety tips and following safety instructions will help everyone have a safe summer:

- Position the grill well away from siding, deck railing, and out from under eaves and overhanging branches.
- Keep children and pets from the grill area: declare a three-foot "safe zone" around the grill.
- If you own a propane grill, check the cylinder hose for leaks before using it for the first time each year. A light soap and water solution applied to the hose will reveal escaping propane quickly by releasing bubbles.
- Avoid using soft wood, such as pine or cedar that will likely pop and throw sparks, in a fire pit. Use of seasoned hardwood is suggested.

Don't build a campfire at a site in hazardous, dry conditions or if the campground, area, or event rules prohibit campfires.

CIP Projects ID'd

The CIP is a five-year planning tool for major projects, such as roads, facilities, public safety equipment and more, City Manager explains. It establishes priorities, matches projects with potential funding sources and helps us improve and replace city assets.

The first year of the CIP forms the list of projects that the City seeks a loan or bond, he states.

The City Manager's Office and the departments have identified approximately \$48 million in projects. This proposed CIP will be the subject of a City Council workshop in July, Lyons continues. It will include the first phase of funding to replace the City's public safety radio communications system, parks projects, Hobgood Elementary, equipment for Solid Waste and Streets and Signs departments, Veterans Parkway, Joe B Jackson Parkway, fire apparatus and more.

"Additionally, as part of the Fire and Rescue Department's upcoming work plan for 2012, they will develop a training master plan so the City can identify the funding needs for a fire training /public safety facility, needed training apparatus, and other public safety elements that may be incorporated into such a facility," he stated.

Uncle Dave Macon Days held July 13 through 15

The annual Uncle Dave Macon Days, one of the oldest traditional music and dance festivals in the Southeast, will be held July 13 through 15 three days of family-oriented fun at Cannonsburgh, 312 S. Front St., a historic village of more than 20 restored structures.

The event features music and dance contests, with more than \$10,000 in prizes and includes three national championship competitions in old-time banjo, old-time buck dancing and old-time clogging.

Established to honor the memory of Uncle Dave Macon and the era in which he lived, the weekend celebration draws between 25,000 and 30,000 people annually.

It provides a financial impact of slightly more than \$2 million, the Rutherford County Convention and Visitor's Bureau reports.

David Harrison "Uncle Dave" Macon, also known as "The Dixie Dewdrop," lived near Murfreesboro and is considered one of the first Grand Ole Opry superstars. A master banjo player and entertainer, he performed until the week of his death in 1952 and was elected to the Country Music Hall of Fame in 1966.

Grand Ole Opry performer star Mike Snider will be presented the festival's Heritage Award July 14 at 7 p.m.; he will perform several examples of old-time banjo playing and comedy, capturing the free-wheelin' spirit Uncle Dave embodied on stage.

The festival's Trailblazer Award will be presented to J.D. Crowe July 13 at 7 p.m.

Following the presentation, Crowe will perform his innovative bluegrass picking style.

Other special events will include more than three-decades of memorabilia and photos associated with the celebration collected and preserved through the efforts of Festival President Gloria Christy and Rutherford County archivist John Lodl.

For more information visit: www.uncledavemacondays.com or <http://www.facebook.com/uncledavemacon>, e-mail udmd_director@yahoo.com or call 615- 893-2369.

